

2027 Proposed Wage Structure

(08.26.26 Version 3)

Effective 01/01/2027 Per Highway Association Agreement 2025-2027		3.00%	FIELD STAFF JOB CLASSIFICATION SYSTEM					
	CIVIL SERVICE TITLE		Step 1 HIRE Year	Step 2 1-4 Years of Service & Year After Hired	Step 3 5-8 Years of Service	Step 4 9-12 Years of Service	Step 5 13 or More Years of Service	
Positions Not Part of Lansing Highway Agreement								
		% increase by step		2.00%	2.00%	2.00%	2.00%	
F	Deputy Highway Superintendent	Hourly Rate	\$ 44.23	\$ 45.12	\$ 46.05	\$ 46.99	\$ 47.95	
		40 HR Annual	\$ 91,998.40	\$ 93,849.60	\$ 95,784.00	\$ 97,739.20	\$ 99,736.00	
E	Working Supervisor Maintenance Supervisor	Hourly Rate	\$ 36.38	\$ 37.12	\$ 37.87	\$ 38.66	\$ 39.45	
		40 HR Annual	\$ 75,670.40	\$ 77,209.60	\$ 78,769.60	\$ 80,412.80	\$ 82,056.00	
Lansing Highway Association Staff <i>(Titles in italics indicate possible future titles)</i>								
D	<i>(Sr.)</i> Heavy Equipment Mechanic	Hourly Rate	\$ 35.28	\$ 36.00	\$ 36.74	\$ 37.49	\$ 38.25	
		40 HR Annual	\$ 73,382.40	\$ 74,880.00	\$ 76,419.20	\$ 77,979.20	\$ 79,560.00	
C	Automotive Mechanic Assistant <i>(Heavy Equipment Mechanic)</i>	Hourly Rate	\$ 31.59	\$ 32.21	\$ 32.85	\$ 33.50	\$ 34.16	\$ 43.75
	Motor Equipment Operator w/ A CDL	40 HR Annual	\$ 65,707.20	\$ 66,996.80	\$ 68,328.00	\$ 69,680.00	\$ 71,052.80	\$ 91,000.00
	Class A CDL Increased Value of:		\$ 1.00					
B	Motor Equipment Operator	Hourly Rate	\$ 30.59	\$ 31.21	\$ 31.85	\$ 32.50	\$ 33.16	\$ 42.75
		40 HR Annual	\$ 63,627.20	\$ 64,916.80	\$ 66,248.00	\$ 67,600.00	\$ 68,972.80	\$ 88,920.00
A	Laborer	Hourly Rate	\$ 25.73	\$ 26.26	\$ 26.80	\$ 27.34	\$ 27.90	
		40 HR Annual	\$ 53,518.40	\$ 54,620.80	\$ 55,744.00	\$ 56,867.20	\$ 58,032.00	

Hired Prior to
Jan 1, 2016

OFFICE STAFF JOB CLASSIFICATION SYSTEM				
2027 PROPOSED				
CLASS	CIVIL SERVICE TITLE		2026	2027
ELECTED - FULL TIME SALARIED POSITIONS		2027 Cost of Living Adjustment		3.00%
JJ-E	Director of Public Works / Hwy Super (incl W/S Supervisor)	Per Hour Equiv	\$ 60.78	\$ 62.60
		40 Hrs / Week	\$ 126,413.87	\$ 130,208.00
HH-E	Town Clerk (incl Water Admin)	Per Hour Equiv	\$ 32.46	\$ 33.43
		40 Hrs / Week	\$ 67,526.61	\$ 69,534.40
	Town Clerk (incl Water Admin) & Appt'd Receiver of Taxes	Per Hour Equiv	\$ 43.99	\$ 45.31
		40 Hrs / Week	\$ 91,492.12	\$ 94,244.80
	Receiver of Taxes portion of salary		\$ 23,965.51	\$ 24,710.40

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CLASS	CIVIL SERVICE TITLE		Step 1	Step 2	Step 3	Step 4	Step 5
			Hire Year	Years: 1-3	Years: 4-6	Years: 7-9	Years: 10 on
		Year Hired ->	2027	2024-2026	2021-2023	2018-2020	2017 or before
			step % increase	2.00%	2.00%	2.00%	2.00%
SALARIED POSITIONS		2027 Cost of Living Adjustment 3.00%					
II	Director of Planning	36.5 Hrs/ Week	\$ 102,245.26	\$ 104,295.10	\$ 106,363.92	\$ 108,508.66	\$ 110,672.38
	Director of Parks & Recreation	Per Hour Equiv	\$ 53.87	\$ 54.95	\$ 56.04	\$ 57.17	\$ 58.31
		40 Hrs / Week	\$ 112,049.60	\$ 114,296.00	\$ 116,563.20	\$ 118,913.60	\$ 121,284.80
HH	Bookkeeper to Supervisor (including Human Resources)	36.5 Hrs/ Week	\$ 80,152.54	\$ 81,746.86	\$ 83,398.12	\$ 85,068.36	\$ 86,757.58
	Accountant	Per Hour Equiv	\$ 42.23	\$ 43.07	\$ 43.94	\$ 44.82	\$ 45.71
		40 Hrs / Week	\$ 87,838.40	\$ 89,585.60	\$ 91,395.20	\$ 93,225.60	\$ 95,076.80
HOURLY POSITIONS							
GG	Senior Code Enforcement Officer	36.5 Hrs/ Week	\$ 78,691.08	\$ 80,266.42	\$ 81,879.72	\$ 83,493.02	\$ 85,182.24
	Senior Planner (if created in future)	Per Hourly Rate	\$ 41.46	\$ 42.29	\$ 43.14	\$ 43.99	\$ 44.88
		40 Hrs / Week	\$ 86,236.80	\$ 87,963.20	\$ 89,731.20	\$ 91,499.20	\$ 93,350.40
FF	Code Enforcement Officer	36.5 Hrs/ Week	\$ 68,422.90	\$ 69,789.46	\$ 71,175.00	\$ 72,598.50	\$ 74,078.94
	Planner	Per Hourly Rate	\$ 36.05	\$ 36.77	\$ 37.50	\$ 38.25	\$ 39.03
	Assistant Director Parks/Rec	40 Hrs / Week	\$ 74,984.00	\$ 76,481.60	\$ 78,000.00	\$ 79,560.00	\$ 81,182.40
EE	Deputy Town Clerk	36.5 Hrs/ Week	\$ 66,467.96	\$ 67,796.56	\$ 69,144.14	\$ 70,529.68	\$ 71,934.20
	Senior Court Clerk	Per Hourly Rate	\$ 35.02	\$ 35.72	\$ 36.43	\$ 37.16	\$ 37.90
	Recreation Coordinator	40 Hrs / Week	\$ 72,841.60	\$ 74,297.60	\$ 75,774.40	\$ 77,292.80	\$ 78,832.00
DD	Secretary to Highway Superintendent	36.5 Hrs/ Week	\$ 64,513.02	\$ 65,803.66	\$ 67,113.28	\$ 68,460.86	\$ 69,827.42
	Court Clerk	Per Hourly Rate	\$ 33.99	\$ 34.67	\$ 35.36	\$ 36.07	\$ 36.79
		40 Hrs / Week	\$ 70,699.20	\$ 72,113.60	\$ 73,548.80	\$ 75,025.60	\$ 76,523.20
CC	Administrative Assistant - Level 3	36.5 Hrs/ Week	\$ 61,096.62	\$ 62,330.32	\$ 63,564.02	\$ 64,816.70	\$ 66,126.32
		Per Hourly Rate	\$ 32.19	\$ 32.84	\$ 33.49	\$ 34.15	\$ 34.84
		40 Hrs / Week	\$ 66,955.20	\$ 68,307.20	\$ 69,659.20	\$ 71,032.00	\$ 72,467.20
BB	Administrative Assistant - Level 2	36.5 Hrs/ Week	\$ 50,828.44	\$ 51,853.36	\$ 52,878.28	\$ 53,941.16	\$ 55,004.04
	Account Clerk	Per Hourly Rate	\$ 26.78	\$ 27.32	\$ 27.86	\$ 28.42	\$ 28.98
		40 Hrs / Week	\$ 55,702.40	\$ 56,825.60	\$ 57,948.80	\$ 59,113.60	\$ 60,278.40
AA	Administrative Assistant - Level 1	36.5 Hrs/ Week	\$ 46,918.56	\$ 47,848.58	\$ 48,816.56	\$ 49,784.54	\$ 50,790.48
	Information Aide	Per Hourly Rate	\$ 24.72	\$ 25.21	\$ 25.72	\$ 26.23	\$ 26.76
		40 Hrs / Week	\$ 51,417.60	\$ 52,436.80	\$ 53,497.60	\$ 54,558.40	\$ 55,660.80

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Civil Service Title	NO CLASSIFICATION POSITIONS (NON-CLASS)	2027 Cost of Living Adjustment		3.00%		
			2026	2027		
Constable	Courts - Per hour for a 2-hour minimum		\$ 50.00	\$ 51.50		
Crossing Guard	Rate Per Crossing Shift		\$ 21.00	\$ 21.63		
	LHS Helper - Youth Program	Minimum Wage	\$ 16.00	\$ 16.66		
Civil Service Title	PART-TIME POSITIONS	2027 Minimum Wage		\$ 16.66	Estimated Minimum Wage	
		2027 Cost of Living Adjustment		3.00%	Returning Rate (Hire rate + \$)	Returning Rate add'l %
			2026	2027 Hire Rate		
REGULAR PART-TIME						
Recreation Assist	Recreation Assistant - Regular Part-time / Adult Rec		\$ 22.00	\$ 22.66		
Project Assistant	Office Assistant			\$ 22.00		
SEASONAL						
Recreation Assist	Day Camp - Director FT - 35+ hrs/wk		\$ 30.53	\$ 31.45	\$ 0.25	0.82%
Recreation Assist	Day Camp - Associate Director		\$ 27.30	\$ 28.12	\$ 0.25	0.92%
Recreation Assist	Day Camp - Assistant Director		\$ 25.24	\$ 26.00	\$ 0.25	0.99%
Recreation Assist	Day Camp - Senior Counselor (1+ yrs exp)		\$ 17.00	\$ 18.00	\$ 0.25	1.47%
Recreation Assist	Day Camp - Junior Counselor	Minimum Wage	\$ 16.00	\$ 16.66	\$ 0.50	3.13%
Recreation Assist	Recreation Assistants - Gate Manager		\$ 17.17	\$ 17.69	\$ 0.25	1.46%
Recreation Assist	Recreation Assistants - Gate & Boat Launch	Minimum Wage	\$ 16.00	\$ 16.66	\$ 0.50	3.13%
Life Guard	Head Life Guard		\$ 23.00	\$ 23.69	\$ 0.50	2.17%
Life Guard	Life Guard		\$ 20.00	\$ 20.60	\$ 0.50	2.50%
Seasonal Worker	Campground Manager		\$ 20.60	\$ 21.22	\$ 0.25	1.21%
Seasonal Worker	Parks or DPW/Highway			\$ 25.00	\$ 0.50	
Seasonal Worker	Park Constable		\$ 20.80	\$ 21.42	\$ 0.25	1.20%

Procedure Notes: Wage Scale receives set Cost of Living Adjustment annually. New pay rates are effective with first payroll of each calendar year.
After initial hire year staff progress from one step to another step every 3 years based on years of service anticipated that year.
Once employee reaches Step 5 then remains at Step 5 and receives a longevity payment.

Internal Promotion: Employee will move to new class associated with new position and will start at the Step 2 rate of pay. Employee will remain on that step for 3 years before progressing to the next step.
If Step 2 is less than current rate of pay then will progress to the next step that will provide an increase in pay.
Progression of steps will be every 3 years until reach Step 5, instead of being based on years of service with Town.

New Hire Rate Waiver: In rare circumstances a new employee may be hired at Step 2, if recommended by Town Supervisor, HR and Department Head. They will then stay at Step 2 for a regular progression.